

PROTECTING WORKPLACE DEMOCRACY



nlrb:

NATIONAL LABOR RELATIONS BOARD



The National Labor Relations Act (the Act)

was written to assure employees the right to organize for collective bargaining purposes if they so desire and to remedy unfair labor practices by unions and employers.

The National Labor Relations Board (NLRB)

is an elite and proficient team. This small, highly-respected independent Federal agency is more influential than its size may imply. Our mission continues to have significant daily impact on the way our Nation's companies, industries, and unions conduct business.

The Attorneys in our headquarters in Washington, DC are on the cutting edge in the development of Federal labor law and policy. Across the nation, our field staff implements labor policy under the Act by dealing with the public one-on-one, conducting investigations and elections, holding hearings, litigating cases, and remedying unfair labor practices. Most importantly, our employees are a distinguished group of dedicated professionals.

act:

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1970 — Negotiations between General Motors and UAW. Detroit, Michigan

Are you committed to making a difference, attracted to intellectual challenges, and interested in labor-management relations?

Act now and make the NLRB a part of your future.

OUR history^{and} mission

American labor relations began in colonial times, as skilled workers formed guilds to protect product standards and ward off competition. As factories became more prevalent, guilds began organizing for better wages and improved working conditions. These early unions were considered criminal conspiracies by many courts, and participation was punishable by fines and imprisonment.

Decades of cultural evolution and legislation changed public opinion and legal practice. The shape of labor relations in America took many forms. Today, the National Labor Relations Act seeks balanced protection from unfair labor practices committed by unions and employers.

In 1935

Congress created the NLRB to support the Act, through two principal functions.

- 1. Investigate and remedy unfair labor practices by unions and employers.**
- 2. Conduct elections to determine whether employees wish to be represented by a union in dealing with their employers, and if so, which union.**

1942 — Ford workers line up to vote in NLRB election at River Rouge plant. Dearborn, Michigan



The NLRB Jurisdiction Expands

Congress and the NLRB periodically widened the responsibilities of the agency to include:

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|-------------|--|
| 1969 | • major league baseball |
| 1970 | • U.S. Postal Service and private, nonprofit colleges and universities |
| 1973 | • professional football |
| 1974 | • nonprofit hospitals and nursing homes |
| 1977 | • law firms and foreign government-owned corporations doing business in the U.S. |
| 1978 | • professional soccer |

The NLRB has over 50 offices across the country, in addition to our headquarters in Washington, DC. Each of our locations offers opportunities for you to excel on your chosen career path.

Attorneys

The NLRB has many Attorneys on its staff, about one-third of whom work in our Washington, DC headquarters as Attorneys on the staff of a Board Member or in one of the divisions within the Office of the General Counsel. There is great variety in the legal assignments available at headquarters, and, depending on your office, you might be involved with writing Board Decisions or appellate briefs, or drafting legal advice memoranda. In the field, Attorneys act on behalf of the General Counsel investigating charges of unfair labor practices, resolving or litigating cases involving violations of the Act, conducting elections, and performing as hearing officers in contested representation matters. NLRB Attorney positions are highly competitive and offer outstanding opportunities for career growth.

Field Examiners

The NLRB's Field Examiners work in regional offices. Through their work Field Examiners help to administer and enforce the primary labor law of the United States, and generate the public's first impression of the Agency. Field Examiners work directly with employees, unions, and employers who have filed charges alleging unfair labor practices, investigating the charges and recommending appropriate action or remedies. They also conduct representation elections and act as hearing officers in disputed representation cases.

Administrative Staff

Our administrative staff is a key component in ensuring the NLRB operates smoothly and efficiently. Primarily stationed in the Washington, DC headquarters, opportunities are available in human resources, finance, procurement, information technology, security, library science, and other key positions. We also have support and technical staff stationed throughout the regional offices all across the country.

SOAR

OPPORTUNITIES TO

“The statute has worked — and worked well. It has produced a maturity of labor relations and brought about an evolution from labor-management conflict to cooperation that has been vital to our tremendous economic and social progress. It has helped millions of American workers share more fully in the fruits of their own labor with better pay, greater job security, pensions and many other benefits.”

**1975 — Excerpt from President
Gerald R. Ford's letter to the Board.**



find ^{your} path



“Democracy cannot work unless *it is honored in the factory as well as the polling booth; men cannot be truly free in body and in spirit unless their freedom extends into the places where they earn their daily bread.”*

1935 — Senator Robert F. Wagner, upon presenting his bill, which became the National Labor Relations Act.

There are two separate components to the NLRB’s organizational structure, the **Board** and the **General Counsel**. Under each, there are a variety of career paths you can take.

The Board

Working from our headquarters in Washington, DC, the Board acts as a quasi-judicial body, deciding cases on the basis of formal records and trial hearings. Attorneys on each NLRB Board Member’s staff function as law clerks would for a judge. Attorneys in the Office of Representation Appeals advise the Board on representation case issues arising from appeals to Regional Directors’ decisions. Attorneys in the Solicitor’s Office advise the Board on its authority under the Act and other statutes, proposed litigation, and other legal matters.

The General Counsel

The General Counsel is independent from the Board and is responsible for the investigation, processing, and prosecution of unfair labor practice cases, and for processing representation cases. The Office of the General Counsel offers a wide range of opportunities across the country and in the Washington, DC headquarters office.

Regional Offices — Field Attorneys and Examiners work in NLRB Regional Offices across the country. They investigate claims of unfair labor practices and attempt to resolve meritorious cases, or (Attorneys will) take the case to trial. They are also responsible for conducting secret-ballot elections to determine whether employees wish to be represented by a union. Our field offices are where the public has the most contact with the NLRB. Field Attorney and Examiner duties present great opportunities for travel. Bilingual skills are a strong asset.

Division of Advice — Regional Offices depend on Attorneys in this office to provide advice on difficult or unusual cases, or newly developing policy areas.

Division of Enforcement Litigation — Attorneys in the Division’s four litigating branches represent the Agency in court. Most practice before the 12 U.S. Courts of Appeals; some also practice before the Federal District Courts or the Supreme Court. Attorneys in the Office of Appeals handle administrative appeals of dismissed charges before the General Counsel. All Attorneys in the Division perform legal research, prepare legal documents, and make oral presentations before courts or other officials.

committed^{to} balance

The NLRB's culture and benefits allow for a healthy balance between your career and home life. In addition to generous and portable retirement benefits and a wide array of health care options, the NLRB offers a friendly and professional environment with a diverse workforce, relocation opportunities, flexible hours, and other family-friendly opportunities.

Training and career development is a top priority at the NLRB. You will have access to a wide range of learning opportunities, including NLRB-run conferences, external seminars, and individual training. You'll also have access to new distance learning methods, including training via videoconferencing and the Internet. Our goal is to provide you with all the tools necessary to optimize your career.

Rapid salary growth is common at the NLRB. The Federal Government allows for aggressive and continuous salary growth, based on performance and years of service.

Vacation and leave is generous at the NLRB. You will begin by earning 13 days of vacation and personal leave, plus 13 days of sick leave, and 10 paid Federal holidays annually. Your vacation leave will increase with continued service, and you may accumulate an unlimited amount of sick leave.

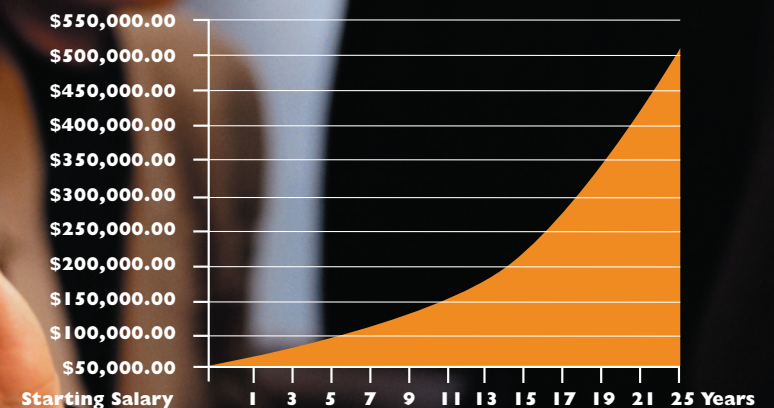
Transit subsidy funds are available to NLRB employees who utilize public transportation to commute to work.

The Federal Employees Retirement System will provide you with a basic benefit plan, Social Security benefits, and the 401(k)-style Thrift Savings Plan (TSP).

Government health and life insurance programs are offered to all permanent NLRB employees and temporary employees after 1 year. You will be able to choose from a variety of programs, and the Government will pay a large portion of the premiums.

Long Term Care insurance programs are also available, to cover nursing home, hospice, or other long-term care.

Retirement Investment Over Time**



**Typical Thrift Savings Plan investment over time.
Based on a 10% annual return. Past performance
does not guarantee future results.



make a difference



Are you pursuing a career in labor relations?

**Would you like to help protect democracy in
the workplace?**

For more details on how to start a career with the
National Labor Relations Board, please contact your
local NLRB office or:



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